

INFORMATION ABOUT THE STUDENT AND INTERNSHIP PROGRAMS

Additional information on student and intern programs may be obtained from the Mission Area Student Programs Managers who are listed on the Internet at <http://www.usda.gov/da/employ/intern.htm> or from the other individuals that may be identified in the write-ups. Information about the student and intern programs listed in this report and about others is as follows:

Nationwide:

Career Intern

The Career Intern Program is designed to attract exceptional men and women to the Federal workforce who have diverse professional experiences, academic training, and competencies, and to prepare them for careers in public service. Throughout the 2-year internship, individuals participate in a formal training program and job assignments to develop competencies appropriate to the agency's mission and needs. The program is a tool that allows agencies to hire promising external and internal candidates with minimal red tape.

Presidential Management Fellows

The Presidential Management Fellows (PMF) Program is the Federal Government's premiere program for bringing persons with advanced degrees into Federal Service. It was established by Executive Order 13318 on November 21, 2003. It transformed the Presidential Management Intern Program into the more flexible PMF Program. The program is designed to attract to the Federal service outstanding individuals from a wide variety of academic disciplines who have an interest in, and commitment to, a career in the public service. By drawing graduate students from diverse social and cultural backgrounds, the PMF Program provides a continuing source of trained men and women to meet the future challenges of public service. The PMF Program is an excellent source of high potential candidates for management and program analysts. Additional information may be obtained on the Internet at <http://www.pmf.opm.gov>.

Scholarship for Service

The Scholarship for Service (SFS) Program was created to assist Federal agencies to deal with the threat to the information technology infrastructure by strengthening the cadre of professionals who protect it. This program provides capacity building grants to selected 4-year colleges and universities to develop or improve their capacity to train information assurance professionals. It also provides selected 4-year colleges and universities scholarship grants to attract students to the information assurance field. Upon graduation, participants must serve at a Federal agency for a period equivalent to the length of the scholarship or one year, whichever is longer. This service must be in a position concerned

with information assurance. During their period of Federal service, participants join the agency's cadre of professionals that protect its critical information systems infrastructure. Additional information may be obtained on the Internet at <http://www.sfs.opm.gov>.

Federal Student Educational Employment Program - Co-op Component

These students can be recruited at any time during the year. Some work summers and school vacations; some work part-time throughout the year; and still others work full-time for one or more semesters. These students can be hired directly into the Excepted Service and immediately converted to the Competitive Service after graduation if they have worked at least 640 hours. New Federal rules provide additional flexibility when determining that students meet the 640 hours of career related work experience needed for conversion to a term appointment, or a career or career conditional appointment. Specialized variations of this program include:

Public Service Leaders Scholarship

The U.S. Department of Agriculture Public Service Leaders Scholarship Program is designed to promote public service and to create access to higher education for undergraduate and graduate students. USDA is making an investment in building the future workforce with talented men and women dedicated to public service who are choosing agriculture as a profession.

Students are selected for the program based on their strong academic ability, leadership skills and commitment to public service. Public Service Scholars become permanent employees of USDA upon completion of their degrees. Until then, they work as student employees and receive a scholarship covering their full tuition, book stipend, and use of a personal computer, mentoring, career development assistance and leadership training. Additional information may be obtained from Maria Goldberg, National Program Director, at (202)720-6506.

USDA/1890 National Scholars

Each year, the Department of Agriculture (USDA) provides full 4-year scholarships to any of the 17 Historically Black 1890 Institutions as part of the USDA/1890 National Scholars Program. The scholarship program is open to students completing their senior year of high school, who score a minimum of 1000 on the Scholastic Aptitude Test, or a score of 21 or higher on the American College Testing examination. Candidates must also have a Grade Point Average (GPA) of 3.0 or better. Scholars must major in agricultural related fields, food or natural sciences, or other allied disciplines such as computer science, pre-veterinary medicine, and biological sciences. Students normally work during the summers. For additional information you may access the USDA/1890 Internet site at [USDA/1890NationalScholars Programinthe](#). You may also contact the

USDA/1890 National Scholars Program Manager, Carl Butler, at (202) 720-9238 or write to:

USDA, Office of Civil Rights

Attn: USDA/1890 National Scholars Program Manager

1400 Independence Avenue, SW

Washington, D.C. 20250

Nationwide:

Federal Student Educational Employment Program - Student Temporary Employment Component

These students can be recruited at any time during the year to work for up to 1 year, but some work for a summer. Students may be converted from this component to the Co-op component at any time to perform career related duties. Students may also be reappointed to the Co-op component. Student temporaries have no conversion eligibility. They are sometimes screened by third parties. Variations of this program include:

Workforce Recruitment Program for College Students with Disabilities

The Workforce Recruitment Program (WRP) is designed to assist students with disabilities gain employment with Federal agencies. This program is coordinated by the Office of Disability Employment Policy and the Department of Defense, with a consortium of 16 other Federal agencies participating. In addition to summer opportunities, this program also provides opportunities for college students with disabilities to explore permanent Federal job options.

All students hired under WRP are provided the necessary workplace accommodations such as sign language interpreting services, assistive technology, and telecommunication devices for the deaf. In order to successfully perform essential job functions, the Department of Defense lends equipment to the employing agency for the duration of the WRP student's employment. Additional information may be obtained from Terry Thir, USDA WRP Coordinator, at (202) 720-1146 voice, or Terry.Thir@usda.gov (e-mail).

USDA Summer Intern

USDA offers paid summer internships involving substantive work assignments to college students, or to high school graduates who have been accepted by a college, as part of the USDA Summer Intern Program. Internships are located in Washington, D.C., and throughout the nation. Summer Intern opportunities are

listed in the annual Summer Intern Brochure that is issued in December of each year, and posted on the Internet at: <http://www.usda.gov/da/employ/intern.htm>. Agency's estimates for this program are due by the end of November each year. The first applications in response to the opportunities are normally screened by the end of February or early March of the following year. Agencies may also elect to announce other summer opportunities to meet their needs.

Washington, D.C., Metropolitan Area:

Agricultural Intern Program:

USDA's Agricultural Intern Program will prepare exceptional men and women who are pursuing education in the agricultural sciences for careers in these areas. Interns will participate in a semester long program that is designed to fine tune their skills and abilities. Students are nominated for the program by the dean, director, or chairperson of their academic degree program at participating institutions. Nominations are screened, and evaluated by USDA officials. The criteria used by the officials may include: academic performance, quality of accomplishments, demonstrated leadership, realistic career goals, potential for future professional growth, and quality of written expression. The best candidates may be interviewed either in person or via telephones.

Students are appointed under an Excepted Service appointment for a semester long internship at the GS-4, 5, 7, or 9 levels depending on their experience and education. Nationwide pay charts are available on the Internet at www.opm.gov. These internships differ from most internships in their emphasis on hands-on experience in the various USDA Mission Areas and Agencies. Through a variety of work, shadow, and rotational assignments interns are encouraged to be exposed to a wide range of management areas and issues. At the successful completion of the semester long internship, the student will return to school with hands on experience in USDA's career growth fields. For additional information you may contact Yolanda Garcia-Provost, Human Resources Specialist at (202) 720-3286.

Law School Civil Rights Intern

The Law School Civil Rights Intern Program is a USDA/Howard University initiative that provides temporary year-round or summer internships for second and third year Howard University Law School students to work in USDA's Agencies. **These interns can work in any office notwithstanding the name of the program.** Interns earn at the GS-7 to GS-9 level. Nationwide pay charts are available on the Internet at www.opm.gov. Additional information may be obtained from the Howard University Law School Placement Office at (202) 806-8135.

Student Host Assignments Funded by USDA

These students are paid by third parties and are not USDA employees. They have no conversion eligibility when they graduate. However, if the student has sufficient time before graduation to work the minimum number of hours for a cooperative education appointment, they can usually be appointed under that program at the beginning of the next semester.

Nationwide:

HACU National Internship Program

The HACU National Internship Program is one of the building blocks of the partnership between USDA and the Hispanic Association of Colleges and Universities (HACU). Through this program outreach efforts are focused to advance USDA's vision of increasing educational and employment opportunities for academically qualified students of Hispanic Serving Institutions, as well as other students that participate in this program. The program offers spring, fall and summer internships. Costs information for the sessions may be obtained from agency HACU liaisons or Maria Goldberg, National Program Director, at (202) 720-6506.

Washington, D.C., Metropolitan Area:

Washington Internships for Native Students (WINS):

USDA participates in the Washington Internships for Native Students (WINS) Program in partnership with American University. WINS is a distinctive paid 10-week learning experience for future American Indian leaders. WINS is a visionary program that grew out of a small summer program in 1994. It was founded on the idea that college students who are members of sovereign American Indian nations can build leadership and professional skills and advance their academic careers, while living, studying, and interning in Washington, D.C. Through the WINS Program, American Indian and Alaska Native college students are not only furthering their education and experience, but also increasing their rates of participation in professional positions in the federal government. Costs information for each student may be obtained from the telephone number below. Bonafide Alaska American Indian or other American Indian college students are eligible to receive consideration for the program.

Additional information may be obtained from:

Washington Internships for Native Students

The American University WINS, Nebraska Hall, Room 104

4400 Massachusetts Avenue, N.W.

Washington, D.C. 20016-8126

(202) 895-4967

Student Host assignments, Free to USDA

These students are either paid by a third party or not at all. They are not USDA employees and have no conversion eligibility. However, if the student has sufficient time before graduation to work the minimum number of hours for a Co-op appointment, you can appoint them under that program at the beginning of the next semester.

Nationwide:

Student Volunteer

USDA provides unpaid internships as part of the Federal Student Volunteer Program. Volunteer positions may be made at anytime with only a letter of understanding between the USDA Agency or Mission Area, the student, and a student's accredited institution such as a high school, trade school, college or university. Student volunteers are not considered Federal employees except for injury compensation or laws related to Tort Claims.

Washington, D.C., Metropolitan Area:

Passport to Work:

The Passport to Work Program provides paid employment for District of Columbia youth. The D.C. Government pays the youth's salaries, and Federal agencies provide work sites. Agencies identify their needs in the spring. Candidates are referred for placement by the D.C. Office of Employment Services in June.

Nationwide Agency Programs:

ARS Intern Programs:

The ARS Intern Programs are not required to be formally advertised. Management may recruit for student positions on their own (e.g., contacting local schools) to solicit applications. Managers work directly with their Human Resources Specialist in hiring students. Students can go to the website

<http://www.afm.ars.usda.gov/areas.htm> and contact locations directly to see if management has positions they are seeking to fill.

Summer Medical and Research Training (SMART) Program - Provides summer internships at the Agricultural Research Service-Children's Nutrition Research Center, Houston, TX, for college students in the pre-medical/research field. Eligibility is based on academics. The SMART Program positions are funded by the Baylor College of Medicine (BCM), Houston, TX. Eligible pre-medical and science college students submit applications to BCM for a paid temporary 8-week summer intern position. Students hired are BCM employees. Students are not considered federal employees.

Foreign Agricultural Service International Internship Program

The Foreign Agricultural Service International Internship Program provides a small number of international agricultural internships to college students that will assist them in making career choices. Additional information may be obtained from Margie Bauer at (202) 437-9783.

Animal and Plant Health Inspection Service

The Animal and Plant Health Inspection Service provides several scholarship opportunities. Information on the PPQ William F. Helms Student Scholarship Program and the Saul T. Wilson Scholarship Program in Veterinary Medicine and Biomedical Sciences can be found at <http://www.aphis.usda.gov/ppq/recruitment/students/helms/index.html>. Additional information may be obtained at 1-800-762-2738.